

IN THE HOUSE OF REPRESENTATIVES

HOUSE CONCURRENT RESOLUTION NO. 23

BY COMMERCE AND HUMAN RESOURCES COMMITTEE

A CONCURRENT RESOLUTION

STATING FINDINGS OF THE LEGISLATURE AND RECOGNIZING THE IMPORTANCE
OF WOMEN'S PAY EQUITY AND RECOGNIZING EQUAL PAY DAY.

Be It Resolved by the Legislature of the State of Idaho:

WHEREAS, the integrity, well-being and prosperity of Idaho families is a basic and precious value of this state; and

WHEREAS, the financial soundness of Idaho families is key to their success and ability to advance all Idaho values; and

WHEREAS, disparities in women's pay compared to that of men, and consequently, their annual incomes, hinder the ability of women of all ages, races and educational levels to participate in and contribute to a full family life and to build a better state; and

WHEREAS, in Idaho, women's pay has improved only 5 percent since 1992; and since women's pay is 60 percent of pay for men across all industries, according to the United States Bureau of the Census; and this rate places Idaho among the lowest four states with Utah, Wyoming and Louisiana, in regard to women's pay compared to men; and

WHEREAS, as a result of pay disparity, working families nationally lose \$200 billion in annual income due to this wage gap between women and men; and if this gap were closed, married women would see a rise in annual income of 6 percent and would account for a fall in the rate of poverty from 2.1 percent to 0.8 percent; and single women, if the gap were closed, would see their annual incomes rise 17 percent and their poverty rate cut in half; and

WHEREAS, women of color - African American, Latina and Native American - tend to receive even less than the overall average annual income of all women compared to men; and

WHEREAS, improvements in pay equity are closely related to the elimination of poverty and cycles of poverty that persist from generation to generation; and

WHEREAS, the wage gap results in long-term impacts on family well-being, in that women entering retirement years are more likely to enter poverty because they have had insufficient incomes to save for retirement, to maximize pension and Social Security benefits, and to provide for their longer life span as survivors of predeceased spouses; and this circumstance means that the median income of older women is \$15,615, about half that of older men whose median income is \$29,171; and

WHEREAS, pay inequity places women on a path of requiring public benefits that they would not otherwise need.

NOW, THEREFORE, BE IT RESOLVED by the members of the First Regular Session of the Sixtieth Idaho Legislature, the House of Representatives and the Senate concurring therein, to recognize the importance of women's pay equity to the well-being of Idaho families and to recognize April 28, 2009, as Equal Pay Day.